

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Bureau of Indian Affairs: BIA (and below)

For 4th Quarter 2021 for period ending September 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	34	33	20	27	15	24
Number of Complainants	34	33	20	27	15	24
Repeat Filers	0	0	0	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	12	10	8	7	3	9
Color	3	2	4	1	0	3
Religion	0	1	1	0	0	2
Reprisal	10	17	14	12	9	20
Sex	10	13	7	8	1	6
PDA	0	0	0	1	1	0

National Origin	5	4	3	6	0	6
Equal Pay Act	0	0	0	0	0	0
Age	6	7	7	6	5	7
Disability	9	8	6	5	2	8
Genetics	0	0	0	0	0	0
Non-EEO	1	2	0	3	0	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	6	6	2	5	1	3
Assignment of Duties	2	5	3	2	2	3
Awards	0	4	0	2	1	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	1	1	0	1	2	0
Suspension	1	1	1	0	1	0
Removal	0	0	2	0	0	1
Other	0	0	0	1	0	0
Duty Hours	1	1	0	2	0	0
Perf. Eval./ Appraisal	0	3	2	4	1	3
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	11	15	10	11	4	15

Sexual	1	4	0	2	1	0
Medical Examination	1	0	0	0	0	0
Pay including overtime	0	1	1	0	0	1
Promotion/Non-Selection	0	1	0	2	0	3
Reassignment						
Denied	1	0	0	0	0	0
Directed	3	2	2	1	1	1
Reasonable Accommodation Disability	3	1	2	0	1	2
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	1	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	5	5	1	4	0	4
Terms/Conditions of Employment	0	4	6	2	2	5
Time and Attendance	3	1	2	3	1	0
Training	1	1	1	1	0	2
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	246.52	191.27	179.27	177.00	175.92	318.67
Average number of days in final action	53.75	38.75	45.73	50.00	90.45	113.76
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	240.08	201.44	175.00	201.17	168.55	314.30
Average number of days in final action	49.67	4.00	45.38	29.50	21.29	92.71
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	249.09	166.00	171.12	132.83	182.92	337.57
Average number of days in final action	43.71	51.00	48.33	72.57	211.50	125.40
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	9	7	2	1	2	1
Average days pending prior to dismissal	224.56	148.71	72	147	266.5	146
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	0	3	0	0	1

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021Thru09-30	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		2		0		0		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	1	50	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	50	0	0	0	0	0	0

[illegible]

[illegible]

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	25	33	31	25	29	17
Total Complainants	25	33	30	24	29	17
Number complaints pending						
Investigation	1	8	2	0	0	0
ROI issued, pending Complainant's action	1	0	0	0	0	0
Hearing	24	33	31	25	22	16
Final Agency Action	0	0	0	0	7	1
Appeal with EEOC Office of Federal Operations	11	7	7	3	5	9
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	4	10	2	1	0	3